

# HUMAN RESOURCES MANAGER

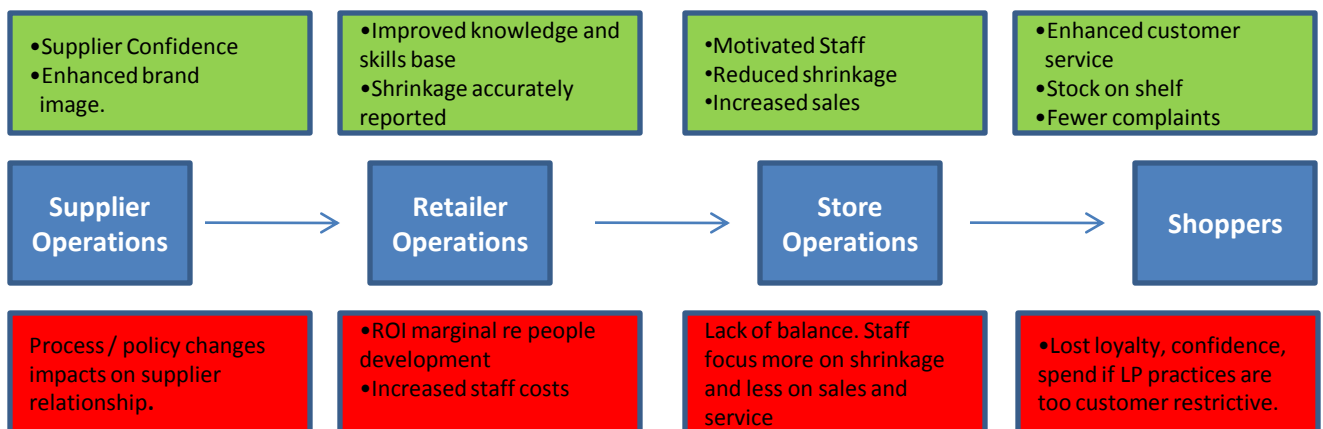
*How does Shrinkage and Loss Prevention impact me in my role?*

Profitability	Business Culture	Training	Performance Measurement
HR recruiting and hiring practices and procedures can directly impact on the overall profitability of the company. Is shrink a component within the policy and consistent across functions?	Is everything in place so that it is a business people want to work for and is an employer of choice not of last resort. High motivation and morale are essential for loss prevention to be embedded in all job roles.	Shrinkage training is a key component to identifying, reducing and minimizing shrinkage loss and causes. If relevant and adequate training is not provided losses are unlikely to be reduced. Show that reducing loss equals improving sales.	Staff performance appraisals that include shrinkage management and reduction components identify shrinkage skills, training, and development needs.

*What actions can I take in my role to assist loss prevention?*

<b>Map &amp; Measure</b>	Review existing staff recruitment and selection policies and processes. What level of shrinkage training is currently provided? Does the staff appraisal process include shrinkage management and shrinkage reduction objectives and measurements and identify areas for personal development and does it assess training needs and skills development re shrinkage reduction?
<b>Compare</b>	Are the recruitment and selection policy and processes being applied correctly and consistently across all stores. Is there a correlation between high shrinkage and non compliance with recruiting procedures in high shrinkage stores. Is there a similar correlation re shrinkage and lack of training and staff development.
<b>Consider</b>	Is shrinkage reduction and loss prevention receiving it's due priorities in the business in respect of recruitment and selection, training, staff induction and performance review process. Is there alignment of these with the company shrinkage goal. Are staff aware of individual and collective responsibilities?
<b>Discuss</b>	Discuss findings and needs with appropriate business functions to facilitate requirements. Identify what supplier support is available on relevant issues.
<b>Trial</b>	Jumping straight into action can be costly and making too many changes at once can conceal the effective ones. Prioritise risk v opportunities. Reapply what works. Engage key stakeholders. Use experienced long terms staff in 'Hot Stores'.

*What are the potential impacts of my decisions on Shrinkage throughout the value chain? (Good and Bad)*



# HUMAN RESOURCES MANAGER

**Details:**

<b>Name:</b>	
<b>Title:</b>	
<b>Category:</b>	
<b>Year:</b>	

***Specific responsibilities regarding Shrinkage Management within role:***

<b>Shrinkage Issue</b>	<b>Personal Responsibility</b>

***Priority shrinkage challenges and action plan for year ahead:***

<b>Priority Challenges</b>	<b>Action Plans</b>	<b>Target / Goal</b>